

Working Group on Jobs, Wages and Benefits

Wednesday, September 14th Meeting Agenda

Items

1. Call to Order
 - a. Deputy Mayor Snowden calls the meeting to order at 6:45PM
2. Announcement of a Quorum
 - a. 9 members present
 - b. 2 members via conference call
 - c. Deputy Mayor Snowden announces a quorum
3. Vote to Approve Meeting Agenda
 - a. Motion to approve meeting agenda
 - b. Approved; unanimous
4. Old Business
 - a. Approval of Minutes from Wednesday, September 7th, 2016
 - b. Motion to approve minutes
 - c. Approved; unanimous
5. New Business
 - a. Presentations on the Current State of the DC Economy
 - i. Andrew Trueblood, Chief of Staff, Deputy Mayor for Planning and Economic Development (DMPED)
 1. Due to a scheduling conflict, Mr. Trueblood was unable to present
 - ii. Odie Donald, Executive Director, Workforce Investment Council (WIC)
 1. Workforce Development Systems
 - a. 3 phases: connecting programs, focused data and management, and vendor management and measurement
 2. Request to distribute slide deck to the Working Group members
 3. How do we ensure that residents are qualified for available jobs? How do we create jobs for lower skilled workers?
 4. Discussion of why residents leave DC for employment
 - a. Some federal government employees, but not all
 - b. Trends and reasons vary by Ward
 - i. Ward 7 and 8 residents tend to stay in the District or their respective Ward, except for security services
 - ii. Ward 1 and 3 residents leave for jobs
 5. Healthcare discussion
 - a. Does growth in healthcare industry mean the District's system cannot keep up w/the number of sick people?
 - i. Not necessarily; the healthcare model is changing. More nurses and nurse practitioners, less doctors, i.e. more staff
 6. What is the best way to examine jobs in the District?

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- a. The WIC focus on entry level jobs and the environment businesses operate in
- 7. Growing industries; top 5
 - a. Construction
 - b. Hospitality
 - c. Health care
 - d. Security
 - e. IT
 - i. Who is being employed in these industries?
 - 1. WIC has this information
- 8. Job growth vs. business growth discussion
 - a. Recognition that we do not want to impact small businesses
- 9. Impact the District and not MD and VA?
 - a. Focus on DC POV
- 10. Request for data on underemployment
- 11. Request for number of returning citizens the District has per year
 - a. How do we make it easier for returning citizens?
 - i. Lower the bar in certain areas, e.g. licensing requirements
- iii. Fitzroy Lee, Deputy Chief Financial Officer and Chief Economist, Office of the Chief Financial Officer (OCFO)
 - 1. Current state of the District's economy overview
 - a. Labor markets and personal income
 - b. Commercial office market
 - i. Discussion of trends; new buildings vs. renovating old buildings
 - ii. Class A building tend to have lower vacancy rates
 - c. Housing
 - d. Hospitality industry
 - 2. District's population trends
 - a. Population has been growing for more than a decade and is the main driver of the economy
 - b. Population is growing faster than employment
 - c. How does growth population growth impact DC?
 - i. People come for the availability of jobs; tend to be highly educated and earn higher incomes
 - ii. Does that build more job opportunities, more housing opportunities? Is there a trickle down benefit to have growth in the higher educated sector of growth?

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1. Need to have a diverse population – make sure that there are opportunities for low income residents who can afford to live in the District
3. Private sector employment growth is slowing
 - a. Slowing over the past year; gains in federal employment have offset private slowing in private sector
 - b. Discussion of importance of private sector growth, not solely relying on federal government
 - c. Slowdown is evident in professional and business services, health, organizations, and food services
 - d. DC's rate of growth in private sector employment is now significantly less than in the US and in the suburbs
4. Number of employed DC residents has been growing faster than both population and labor force
 - a. DC's labor force has been growing faster than population--and resident employment has been growing even faster than the labor force
 - b. Resident employment is growing at a rate more than twice as fast as jobs located in DC. Some of these additional DC workers take new jobs in DC, but others replace retirees who were commuters or commute themselves to the suburbs.
 - i. Is there a difference between income in VA and income in DC – especially now that there is a higher minimum wage in DC
 1. Data tends to be noisy, haven't been able to isolate whether the minimum wage has had an impact
 - ii. How can we tell the impact of any legislation?
 - iii. Are low wage workers in the District doing better than regional counterparts?
 1. A lot of minimum wage jobs were taken by people in MD and VA
 - c. The number of employed residents has been growing faster in DC than in the suburbs or the US
 - i. Resident employment growth rate is more than twice that of the US and four times that of the suburbs
 - ii. Unemployment, 23,400 or 5.9% of the labor force in July 2016 was 6,000 less than two years earlier when the rate was 7.8%
 - d. DC wages are now growing at close to the national average

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- i. Wages and salaries earned by all persons working in DC grew 4.4% in the quarter ending in June 2016, those of DC residents grew 4.7%, and the national average was 5.3%.
 - e. DC's per capita income continues to grow, but the gap with the US average has been shrinking
 - b. Discussion of Presentations
 - i. Retirement insecurity
 - 1. Residents need to have enough money to retire
 - a. Discussion of defined benefit and defined contribution retirement plan models
 - ii. DC government employee benefits
 - iii. Are there sufficient entry level positions in the District?
 - 1. There are entry level positions in the District, but entry level professional jobs have a higher barrier; low barrier jobs are key; low barrier jobs are scarce compared to the population that needs access to them
 - iv. Questions to Fitzroy Lee:
 - 1. Why the slowdown in private sector growth?
 - a. Cyclical; too early to tell
 - 2. Request for Paid Family Leave analysis
 - a. Hold until legislation ready to score/review
 - v. Deputy Mayor: benefits the Working Group wants to explore further?
 - 1. Wages
 - 2. Compensation and classification
 - 3. Retirement
 - 4. Paid family leave
 - 5. Experience of the long term District resident
 - 6. Job training
 - a. Number of low barrier jobs?
 - b. Vocational training
 - 7. Incentives to employers
 - vi. Administrative
 - 1. Evaluate schedule and timeline
 - 2. Request for materials to be distributed in advance
 - 3. Should meetings be three hours?
6. Adjournment
 - a. Deputy Mayor: meeting adjourned; 9:01PM